

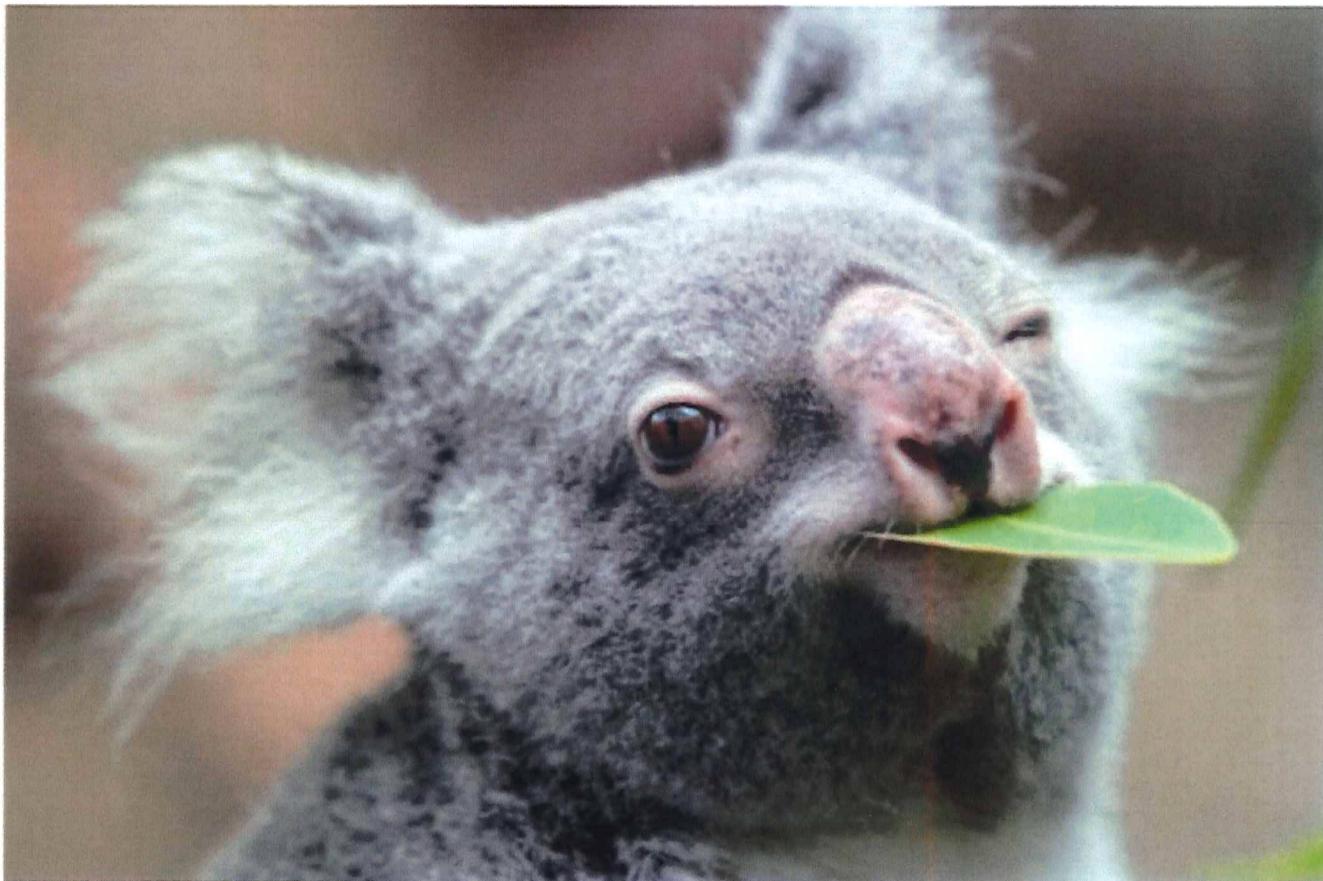
EXHIBIT 12

Kamil Bay Thursday 5:32 PM Edited



Dilip Jana Infogain finally revealed NAVIK!!! @

It stands for "Not A Very Impressive Koala"



This is NAVIK 😅

There you go, now we finally know what it is



Subject: Opendoor: Retaliation Discussion

Date: Wednesday, August 16, 2023 at 3:39:35 PM Central Daylight Time

From: Dilip Jana

To: Shawn Cohen

Rescheduling as you will be in Houston

Context:

From: Shawn Cohen <Shawn.Cohen@walmart.com>

Date: Tuesday, August 8, 2023 at 12:28 PM

To: CJ Guice <Candida.Guice@walmart.com>

Cc: Dilip Jana <dilip.jana@walmart.com>

Subject: Re: Home Office Listening Session Concern

Thanks CJ.

Dilip- I've connected with Allie Hazelwood about your concerns and we'll both get some time with you this afternoon (1:15CST). Planner on the way.

Shawn Cohen | Senior Director II, People Partner

Walmart * Walmart US Transformation & Support

c: 770.539.0517 | e: shawn.cohen@walmart.com

Save money. Live better.

On Aug 8, 2023, at 12:21 PM, CJ Guice <Candida.Guice@walmart.com> wrote:

Dilip

I work for Rapid Response and I am connecting you with Shawn to address your listening session concern.

@Shawn Cohen this is the note that Dilip put in the chat from our session today. Just connecting you both here so Shawn can address your concern.

This is Dilip Jana, Director of Data Science. If you watched the Oppenheimer movie, Oppenheimer had to go through a horrible situation even after successfully delivering a nuclear bomb, simply because of politics. Oppenheimer's boss had no idea about nuclear physics. If I look at Walmart, the majority of Data Science leaders have limited or no Data

Science experience while they manage highly talented data scientists. I have a handful of examples where Data Science managers are here because of cronyism. I have seen retaliation and discrimination against it's best data scientists by the manager who had no data science experience simply to protect their own job. Though Walmart says Walmart does not tolerate retaliation, I have seen managers are still here after shamefully withdrawing Disciplinary action against one of the best data scientists. Therefore, Walmart's Opendoor/Ethics process is broken. What's management's plan to protect employees who speak up for the best interest of Walmart?

Thank you so much for you raising your concern today, Dilip. Really appreciate your leadership!

Hope you both have a great day!

Cj Guice Director

End to End Operations, Rapid Response
Cell (479) 321-4642
candida.guice@walmart.com

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